5. Introduction

MSME sector has the potential to build a strong economic foundation in a region and it should get the required support from various stakeholders. The present study has identified two districts of Odisha which have their own socio economic variables. These variables are reflected in the Odisha Human Development Report. The two districts have the presence of MSME sector but the penetration of the MSME is more in Khurda district compared to Malkangiri district. The geographical location of these two districts have also played an important role in this regard. As Khurda is located in a more advantageous position as compared to Malkangiri district, this district has developed more in terms of various socio economic parameters. The availability of natural resources is more in Malkangiri district, but due to backwardness, it has not been able to utilize the existing resources for the development of the district as a whole.

The study has identified various factors which may affect the MSME sectors. Among these, skill deficiencies are the most prominent and it affects the two districts to a great extent. Region wise variation is witnessed while analyzing the data. For this purpose, these variables have been tested in the study area with the help of pilot study so that reliability and validity of the variables can be identified. The final variables thus selected, has been applied in both the study areas in the form of a structured questionnaire to get the degree of agreement and disagreement against each of the variables. The response so received has been utilized to understand, whether district specific significant differences exist or not. The result may be useful to build new strategies which can help the MSME sector to achieve the future growth.

The details of findings thus received has been enumerated in the section below:

5.1. General Findings

- The table 4.1.1 shows district wise distribution of MSME units. It can be observed that the concentration of MSME units are more in Khurda district as compared to Malkangiri district. The vantage location and superior connectivity by rail and surface transport may help
to provide the much needed access to various resources. Whereas due to disadvantageous location of the district, Malkangiri is not able to expand in terms of MSME sector. Ironically, the district is a mineral rich district compared to Khurda district, but due to poor socio economic development it did not get the much needed momentum.

- The table 4.1.2 shows gender wise distribution of respondents in the two study districts. As the MSME players are the main driving force in most of the districts of Odisha, this distribution shows a kind of gender bias. The lack of expertise and exposure to various kinds of business dimensions may have created this kind of skewed distribution.

- The table 4.1.3 shows years of operation wise distribution of MSME units. It can be seen that in both the districts, MSME units are quite new. Since Khurda district is relatively in an advantageous position in terms of various socio economic aspects, concentration of older units are more as compared to Malkangiri district. Malkangiri shows a lack lustre little progress but with every passing year, the district is also witnessing a growth in the number of MSME units. Favourable government policies may be one of the primary reasons for this growth.

- The table 4.1.4 shows the level of educational qualification wise distribution of MSME players operating in the study districts. It is seen that in the case of Khurda district, the MSME players are more educated as compared to those of Malkangiri district. Poor infrastructure and lack of skill based education system may have been responsible to show this kind of result.

- Table 4.1.5 shows ‘Sources of Initial Capital’ wise distribution of respondents in the study district. It can be seen that irrespective of the districts, most of the respondents have invested their own savings as initial capital to start their business. Apart from that, local money lenders are also a major provider of initial capital for these players. But this percentage is higher in Malkangiri as compared to Khurda district. Another fact which can be witnessed is related to access to capital from financial institutions. Although, in case of Khurda district this percentage is around 18%, that is not the case in Malkangiri district. Lack of penetration of bank branches in backward regions of the state may have hampered the flow of credit to needy MSME units.

- The table 4.1.6 shows ‘usage pattern of profits. It can be seen that there is a significant difference between the two districts in this respect. In case of Khurda district, most of the MSME units have invested a good part of their profits in business expansion, but in case of Malkangiri district, most of the respondents are using the profit to create personal
assets. The difference in standard of living and willingness to sustain in the business often help the MSME players to take this kind of decision. Low expertise in business and low understanding of future business strategies may force them not to invest the profit in other activities.

- The table 4.1.7 shows sector wise distribution of MSME units in Khurda district. It can be seen that the district has been able to penetrate in almost all the prospective segments. Among these, some are performing well and the others need more intervention from government’s side.
- Table 4.1.8 shows segment wise distribution of MSME units in Malkangiri district. But in case of Malkangiri district, the situation is reverse of what it is in Khurda district. The district has not witnessed any expansion of MSME units in various sectors. Only few units are able to do business in a profitable manner. Although, the district has the potential in terms of availability of resources, but due to backwardness of the district, optimal exploitation of those resources has not happened. This needs proactive government intervention so that the existing resources can be utilized to its fullest.

5.2. Findings Related to skill deficiency due to socio-economic and political dynamics.

- The table 4.2.1 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 1 as compared to Malkangiri district. It can be concluded that, in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency in skill based education for entrepreneurs.
- The table 4.2.2 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 2 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency in management skills to run the business.
- The table 4.2.3. shows the mean response of the respondents of the two districts. As in case of Khurda district, mean value is higher than the Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 3 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents
of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of deficiency in skills to adopt new age products.

- The table 4.2.4 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 4 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of deficiency in skills to adopt family business policy.

- The table 4.2.5 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 5 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency in skill in handling human resources issue.

- The table 4.2.6 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 6 as compared to Malkangiri district. In response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of deficiency in skills to understand the employee related training.

- The table 4.2.7 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is almost same as compared to Malkangiri district, it can be concluded that, respondents of both the districts more or less have the same views in terms of hypothesis 7. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is no significant difference in terms of Deficiency in skills to forecast future training requirement.

- The 4.2.8 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 8 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency in skills to adopt modern equipments and communication system.
• The table 4.2.9 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 9 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of government policies.

• The table 4.2.10 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is almost same as compared to Malkangiri district, it can be concluded that, respondents of both the districts are more or less have same views in terms of hypothesis 10. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of availability of access to raw materials at a particular region.

• The table 4.2.11 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 11 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency in skills to understand tax benefit system which are available to MSME.

• The table 4.2.12 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 12 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of access to institutional finance.

• The table 4.2.13 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 13 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement District wise there is a significant difference in terms of Deficiency in skills to channelize the MSME products with other ancillary sector.

• The table 4.2.14 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is more or less similar as compared to Malkangiri district, it can
be concluded that, respondents of both the districts are more favourable in terms of hypothesis 14. It can be concluded that both the districts, the respondents are agreeing with the statement that District wise there is no significant difference in terms of Deficiency of skills to visualize project cost and implementation.

5.3. Findings Related to skill deficiency due to lack of awareness about external business environment factors

- The table 4.2.15 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is more or less similar as compared to Malkangiri district, it can be concluded that, respondents of both the districts are more favourable in terms of hypothesis 15. It can be concluded that both the districts, the respondents are agreeing with the statement that District wise there is no significant difference in terms of Deficiency of skills to understand the volatile market dynamics.

- The table 4.2.16 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 16 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency of skills to understand the market demand.

- The table 4.2.17 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 17 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency of skills to understand the export market potential.

- The table 4.2.18 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 18 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency of skills to understand the customer specific product requirement.
The table 4.2.19 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 19 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency skills to implement innovative production mechanism.

The table 4.2.20 shows the mean response of the respondents of the two districts. As in case of Khurda district mean value is higher than Malkangiri district, it can be concluded that, respondents of Khurda district are more favourable in terms of hypothesis 20 as compared to Malkangiri district. It can be concluded that in response to Malkangiri district, the respondents of Khurda district are agreeing with the statement that District wise there is a significant difference in terms of Deficiency of skills to implement technology based production mechanism.

5.4. Recommendations

Based on the analysis and subsequent findings, the present study would like to recommend the following measures which may help the MSME sector to grow fast. There is no doubt that the sector has the potential but it needs to be addressed in a focused manner so that the benefits can accrue to the sector. The stakeholders need to be involved in this entire process. A thorough empowerment process need to be implemented and the same should be centered around the segment specific needs of the sector. These recommendations are mentioned in the section below:

1. It can be observed from the study that irrespective of the gender, people like to migrate so that they can provide better educational facilities to their children or siblings. It is a common phenomenon where proper education is must for the growth of the economy. Considering this aspect, focus should be given for proper development of educational infrastructure in the district. Moreover, only educating the people will not be sufficient, focus should be on their skill development. The approach should be to educate them in such a manner so that their educational knowledge can be implemented in a meaningful manner in any business activity. It should be a blend of traditional educational system along with skill based education. Sometimes, we are very fond of general education ignoring the aspect that people whose level of income is low, they might not be able to get gainful employment opportunities at the earlier stages of life. Thus, through this system many people drop out from the formal
educational system. It has been estimated by KPMG in their report prepared by National Skill Development Corporation (NSDC) that approximately 95 lakh children are taking admission at the primary level, but ultimately 11 lakhs students complete their higher education. Thus, approximately 84 lakhs students are dropping out at various levels and it is not very difficult to understand that mostly people whose level of income is low, they are not able to afford quality education at the cost of earnings. Thus, this creates a huge demand supply gap at the industry level. It may be the situation that although industry is growing, the people living in that district are not employable due to lack of skills. This is an important issue which needs to be addressed first before speaking about growth of industry, even in MSME sectors also. Whatever may be the nature of industry, big or small, without skill development this cannot meet the industry requirements. Moreover, we cannot expect that the industries like food processing, pisciculture, sericulture, backyard poultry farming, are the areas where technical skills do require but the problem is that neither they have the infrastructure nor do they have the adequate finance for training of those people who are untrained. Thus, failing to get an opportunity in local industries, they are migrating to do some odd jobs for survival purposes and facing both financial as well as physical exploitation. This is a situation which is ultimately affecting the overall productivity of the entire sector as a whole. Thus, in order to adjust this demand supply gap, sector specific training module should be developed. But before that, the system or pattern of education system needs some changes. The traditional educational system will no more make the student industry ready. The need of the hour is to introduce vocational and skilled based education system from the day one. Unless and until the prospective job seekers will not get future opportunities through a structured education system, the same will not work in their favour.

2. Lack of skills for family run business is a common phenomenon and most of the MSME units fail to sustain in the market because they do not have sufficient potential to remain competitive in the market. The State Government should develop a leadership development school whose sole objective is to train the people who have the potential but do not have the expertise.

3. To remain competitive in the market, it is very important to invest substantial amount of money for new age product development. Again, lack of skills in this regard may hamper the growth objectives. Adoption of technology led growth should get prior importance. The government should identify the gaps that exists in terms lack of expertise to develop new age
product designs. If possible the facilities should be available for the sector at a subsidized rate or government owned product design centre should be opened.

4. The various stakeholders should understand that the method of family run business policy is totally different from any other forms of business. The same has a tradition which is very difficult to break. Only with the help of proper training and control mechanism the mind set can be changed. Neither they have the management expertise, nor do they have the market expertise. Both these things need to be incorporated.

5. Managing human resource is crucial to determine the effectiveness of the organization. As most of the MSME units are locally managed and controlled by a single individual, none of them are very much interested to give a look into this. As a result, it not only affects the productivity, it also affects the growth of the organization. The implementing agency should look into this and train the entrepreneurs so that they can get the idea about the role of human resource to improve the performance of the organization.

6. Employee training is very crucial as it improves the performance of the organization. If the employees are not open to new age technologies and productive facilities they will not be able to remain competitive in the market. The MSME units should participate in various Government sponsored training modules. Along with it, the MSME units should organize such training and development programmes. The government should introduce such programmes at a subsidized rate so that the MSME players can avail the benefits.

7. Scarcity of fund is often a problem for most of the small size MSME players. For the development of the sector the Government should create a separate fund which can be utilized for employee training and development. Since, the sector has the potential to create large scale employment opportunities these funding arrangements can be justified.

8. The government has a greater role to play so as to promote the sector. Normally, it is observed that most of the industries are not willing to venture in an area where it lacks in terms of basic infrastructure and amenities. Development of required infrastructure to promote any kind of industrial venture should be the priority of the government. But sometimes it may not be possible for the government to develop the entire infrastructure as it has some other social sector obligations. Under these circumstances the government may go for Public Private Partnership (PPP) or Build Operate Transfer (BOT) model so as to bring private investment for developing the required infrastructure.
9. Although, there should not be any difference in terms of implementation of various government schemes, in reality the same is not visible. Region wise a wide disparity can be seen. This is a serious issue and the policy makers should develop a comprehensive development plan for all sectors. Sector specific incentive schemes should be abolished and a uniform package should be developed so as to give equal opportunities for each and every players. Extra focus may be given if the concentration of MSME units are more in backward regions.

10. As both groups of respondents agree with the fact that they are not facing any problems in terms of availability of raw materials, this is a welcome note. Availability of raw materials is one of the biggest problems that most of the small time producers are facing. Due to lack of capital they are not able to procure the same from other regions. Since, the state is rich in terms of availability of various raw materials; the same should be utilized properly. Initiatives should be taken to establish a centralized procurement system, so that middlemen should not get the opportunity to exploit the MSME producers.

11. The significant difference in terms of tax and cost structure is creating an impact on the production and other promotional activities. This should be taken into consideration and a uniform tax structure should be created. Moreover, if a particular region comes under backward region, then proper subsidy may be provided to them.

12. Access to institutional finance is one of the pre – requisites to achieve the expansion of existing business activities. But it can be observed that district wise there is a significant difference in terms of accessing institutional finance. The gap that exists should be removed by proper expansion of bank branches. Microfinance institutions should be tapped to reduce the gap. The banks should focus on MSME sectors and achieve 100% credit target.

13. Most of the MSME players are playing the role of suppliers to big industrial houses. This linkage surely gives them an added advantage as it leads to create more market opportunities. Odisha has a host of manufacturing houses who may require the products produced by the MSME players. But due to lack of linkage and product quality the same may not be able to set up business transactions with the MSME players. Lack of infrastructural support may be another reason for this low level of linkage. If this internal market is captured for the MSME players; then, it alone is sufficient to absorb the products produced by the MSME players. For this reason market interaction should be increased and government as well as big players may provide training and expertise so as to improve the overall product quality.
14. It has been noticed that district wise there is no significant difference in terms of availability of information regarding skill related training programs conducted through various government schemes. But only having information is not sufficient to get the desired benefits. The awareness should be created to help the MSME players to know about its importance and effectiveness. These campaigners may personally visit the houses or factories of MSME players, may conduct road shows or may participate in trade shows or village haat, where accessing the target beneficiaries is easier.

15. It can be seen that district wise there is no difference in terms of availability of skills to understand the market. This is interesting to notice that most of the players have full or partial information about the market. But, they lack in other aspects. The main point is that only knowing the market is not sufficient. Along with it strategy should be known so as to tap the market. This is where the MSME players are lacking. Neither they have capital to promote their products, nor do they have adequate expertise to enter in a market. These sorts of management skills should be developed so as to make them compatible in the present competitive environment.

16. Although, they have the understanding about the market or existence of a market, but they do not have adequate information about changing nature of market demand. The demand orientation is dynamic in nature and the same should be matched as per the need of the consumers. Most of the players are lacking in this aspect and do not invest heavily on this aspect. Training module should be developed by the government sponsored training agencies to make them aware about this aspect. The MSME players must also directly interact with the consumers (both industrial as well as end consumers) so as to get a detailed idea about product requirements.

17. Export market has a big potential and the same should be utilized properly. But it can be seen that district wise there is a significant difference in this regard. The export promotion mechanism should be adopted and the MSME players should be aware about the available export subsidies provided by the government. If possible a separate Special Economic Zone (SEZ) should be created for MSME players so as to tap the export market potential.

18. Understanding the consumer specific product requirement is very crucial to remain competitive in the market. Most of the players fail to understand the importance of the same and are producing those products which have no relevance in market. The traditional family based production technique and market understanding sometimes fail to realize the new
market potential. This can be overcome by providing adequate market exposure through live training and proper industry orientation.

19. The private sector can get the leverage by introducing a contractual agreement with the small players so that the products that they are producing will be absorbed by the big industrial houses. In case of poultry farming, the same concept is being implemented, where all the ingredients related to poultry farming are supplied by the big poultry farms and the small players are taking care of poultry chicks. The transformation has created a win – win situation for both the players. The small players do not have the money and technology, but have the manpower and land, so the big players who have money and technology are helping the small players to produce the product at a cost effective manner and ultimately are able to earn profit. If the same concept can be applied in other MSME sectors, where the sector is producing in related field at a cost effective manner, then a little support from big industrial houses will surely help them to grow. It will also help the big players to grow as the cost of materials to produce final product has been reduced.

20. Application of technology cannot be ignored and the existing players should be given adequate exposure in this respect. Unless and until technology adaptation has not been done they can neither tap the future market nor can they be able to sustain on a long terms basis. This technology training should be given priority and a separate cell should be developed for this purpose only. A budgetary allocation in this purpose may become helpful.

5.5. Implications of the Study

MSME sector is a sector which is going to flourish in the near future and is in a position to contribute positively towards the growing trend of economic development that the country is witnessing at present. But the growth momentum may be affected if the same has not got necessary support from various stakeholders. Moreover, the sector has been witnessing various drawbacks in terms of various skill development aspects. So, there is a need to identify the skill deficiencies accurately so that probable gaps can be identified. Since, the state of Odisha has the potential and can grow further in this sector; the present study would like to focus on various skills gaps which are creating a growth barrier. If these, gaps are identified properly then surely it will help to create potential benefits for the sector as a whole.
5.6. Scope for Future Study

MSME sector in India is a vast area, the potential of which remains untapped. Although, researchers keep on finding the loopholes in this domain, still some of the important areas can be highlighted where further research needs to be done. These areas are left untouched consciously, in this research as it does not cover the basic objective set at the beginning of the study. These future areas of research can be identified below:

- Access to finance and MSME development
- Green Entrepreneurs – A New Initiative for MSME Development
- Role of MSME in Socio Economic Development of a Country or any Specific geographical location

5.7. Conclusion

The growth of MSME sector shall ensure employment generation in most of the low and middle income countries where industrial development has not grown much. Industry cannot grow on its own. It depends on various factors which a country may provide or may not provide. The increasing unskilled or low-skilled manpower is a burden on developing countries as existing industries are not in a position to absorb them. Pressure of demographic dividend works favorably for a country only if adequate jobs are available. According to the World Bank’s World Development Report 2013 on jobs, Sub-Saharan Africa’s labor force is growing by 8 million every year while South Asia’s labor force grows by 1 million per year. The report estimates that by 2020, an additional 600 million new jobs shall have to be created, predominantly in Asia and Sub-Saharan Africa. If this is the trend, then surely, the government of these countries must do all that they can, to bring in the growth momentum.

It is also observed that these countries have given too much focus on agricultural sector to absorb the labour force, but the policy backfired as the new generation is not willing to work in agro sector. Considering these bitter experiences, an effort has been made to create an array of allied sectors which have the capacity to absorb increasing labour forces in various sub – sectors. MSME is a sector, which has the potential to do the same. Like any other country, in case of India also, potential of MSME sector is immense. But the sector is riddled with various obstacles. Some of the major obstacles which the Indian MSME sector is facing are access to finance, lack of skilled manpower, lack of quality products and lack of modern technology. Because of these, the sector is suffering and it is showing in the hampered
growth of the sector. Although removal of each of these bottlenecks is crucial for development, in the present study, the focus has been given to skill gaps only.

Skill gap does not necessarily relate to lack of understanding of jobs and various job related matters. It has a diversity of its own. Lack of skilled based education system may be one of the primary points for this kind of gaps, but along with it deficiencies may exist in other aspects also. Lack of understanding of the market, lack of understanding of the products and customer requirement, lack of understanding of employee benefits and most importantly lack of understanding of technological applications in various productive activities are also equally important in this regard. Efforts have been made to identify these gaps. The state of Odisha has the potential to grow in various segments which comes under the MSME sector, but like any other parts of India, the state is also riddled with problems. The study thus identified various attributes which can facilitate the growth of the MSME sector.

One of the major issues which needs immediate attention is related to the education policy. The educational system needs a thorough reorientation. Instead of traditional education, skill based education should be implemented so that the system can produce manpower for the industry. Such is the importance that the state government has framed Odisha Industrial Development Policy, 2015, where specific emphasis has been given to the MSME sector. It varies from providing land purchase subsidy to wage subsidy as well as creation of training and development opportunities for this sector. The state has also planned to implement sector specific skill mapping so that right training can be given as per the requirement of the MSME sector in various districts of Odisha. The state has adequate natural resources and big industrial houses. The good surface and inland transport is also going to help the economy. Only thing that needs to be done is to create a link between the availabilities of the state and MSME sector. Unless and until that is created, the gaps will remain and the growth prospects of the sector will remain a distant dream.